

COMMUTATION DISPUTE

TIME LINE FOR DEALING WITH GRIEVANCES

Date	Event	Comment
21 May 2008	FPSC 5/2008 published outlining new factors	
28 May 2008	First known complaint sent by a member to DCLG	
12 June 2008	Initial responses from DCLG	Says that implementation date was determined on actuarial advice and was fair and appropriate; and that there is no route for appeal.
15 July 2008	Sean Starbuck writes to Martin Hill	Asks for copies of relevant correspondence, GAD appointment letter, and explanation for the delay in revising factors
13 August 2008	Sean Starbuck emails Martin Hill	Asking for a written response in advance of the FPC on 20 August
13 August 2008	Parliamentary questions tabled	
14 August 2008	Martin Hill emails Sean Starbuck	Explains that key personnel have been away and that a written response is being drafted
19 August 2008	Martin Hill replies to Sean Starbuck	Gives a broad outline of the timeline in 2005-6 and supplies a copy of the 2006 service level agreement
19 August 2008	Sean Starbuck emails Martin Hill	Asks for a copy of GAD's letter sent to DCLG in August 2006; an explanation for the delay; and an explanation why the review was not discussed with the FPC.
19 August 2008	Martin Hill emails Sean Starbuck	Says that he can't supply a copy of GAD's letter; that there is no requirement to consult the FPC; and that there has to be a cut-off somewhere.
20 August 2009	FPC meeting	Martin Hill gives an oral update; explains that the Police Federation has launched Judicial Review proceedings; and that the DCLG would not respond more formally until the outcome was known. Sean Starbuck asks for a copy of GAD's letter sent to DCLG in August 2006 but Martin

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		Hill says GFAD has not authorised its release
25 August 2008	Sean Starbuck writes to GAD	Asks for a copy of the August 2006 letter, and an explanation for the delay in introducing new factors.
9 September 2009	First formal IDRPs grievances submitted	Date not certain: to be confirmed by DCLG but 800 grievances had been submitted by 16 September 2008
September 2009	Pro forma responses sent by DCLG	Says that they are considering the issue.
6 October 2008	GAD writes to Sean Starbuck	Provides a copy of the August 2006 letter
13 October 2008	Parliamentary questions answered	Explains that a formal review was requested on 23 December 2005 and a response sent by GAD on 22 August 2006. Explains that grievances have been lodged by members and “are currently being considered
22 October 2008	Police Federation granted leave to apply for JR	
19 November 2008	FPC meeting	Martin Hill says that IDRPs is not the appropriate route; but DCLG has drafted a response which is being considered by their lawyers. It would be dealt with as a general grievance and would be sent by DCLG on their own behalf and on behalf of GAD
17 December 2008	DCLG replies to complainants	Says that IDRPs is not the appropriate route, but a response will be sent once the Police Federation’s JR has been dealt with.
17 December 2008	FPSC 10/2008 issued	Says that IDRPs is not appropriate but DCLG will produce a full response once the outcome of the Police Federation JR is known
18 December 2008	Ivan Walker writes to Martin Hill	Questions the DCLG role in relation to the FPS; and points out that the firefighters’ grievances go beyond the scope of the Police Federation JR.
23 January 2009	Martin Hill writes to Ivan Walker	Explains that DLG is satisfied that it is not a manager of the FPS, but that the grievances will be dealt with further once the Police Federation JR has been dealt with.

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26 February 2009	FPC meeting	Martin Hill reiterates that in DCLG's view, IDRPs are not appropriate, but the Department will nonetheless deal with the grievances. The Police Federation judgment would be considered once available, and a full response sent to the grievances after consultation with the Treasury. At the moment DCLG was taking the lead on behalf of the Department and GAD but that position might change.
17 March 2009	Judgment in the Police Federation JR published	
31 March 2009	Deadline for an appeal in the Police Federation JR expires	
6 April 2009	Martin Hill writes to Sean Starbuck	Says DCLG are considering the implications of the judgment and will respond to the grievances once they have done so.
29 April 2009	Home Office Circular	Detailed guidance on making retrospective payments. HMRC has already agreed to payments. Police officers will be paid by the end of May
29 April 2009	Sean Starbuck emails Martin Hill	Asks for an update
11 May 2009	Sean Starbuck emails Martin Hill	Asks for an update
12 May 2009	Martin Hill emails Sean Starbuck	Explains that there are some points to resolve and a full response will be issued in the next two or three weeks.
27 May 2009	Ivan Walker writes to Martin Hill	Explains why in his view the DCLG is a manager and invites a formal concession that this is the case
28 May 2009	FPC meeting	Martin Hill outlines the result of the Police Federation JR and explains that the Home Office is back-dating to 1 December 2006. DCLG is still considering the implications of the judgment but a full response and guidance will be issued by the end of June. Martin Hill agrees discuss making payments to members retired between 1 December 2006 and 1 October 2007 as a start and

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		accepts that this would at least stop interest running in some cases.
3 June 2009	Martin Hill writes to Ivan Walker	Maintains that the DCLG is not the administrator.
29 June 2009	Sean Starbuck emails Martin Hill	Requesting reason for delay.
29 June 2009	Martin Hill emails Sean Starbuck	Explains that delay is because issue is waiting for ministerial clearance and that other departments are involved
8 July 2009	Matt Wrack (FBU General Secretary) meets Fire Minister	Matt Wrack raises issue of delay with Fire Minister.
14 July 2009	Ivan Walker writes to Martin Hill	Enclosing a time-line and requesting a firm date by when the grievances will be dealt with.
20 August 2009	Sean Starbuck writes to Martin Hill	Asking for a date by which to expect a response to the grievances
7 September 2009	DCLG's response to grievances and FPSC 7/2009 issued	
7 September 2009	GAD's response to the grievances sent to Sean Starbuck	